

Indiana Department of Workforce Development

Strategic Skills Initiative

Economic Growth Region 11



Mitch Daniels, Governor
June 2006

About SSI

Governor Daniels' \$23 million Strategic Skills (SSI) Initiative aims to identify and alleviate job and skill shortages. The program will be carried out in Indiana's 11 economic regions through an ongoing process of identifying future shortages, determining the cause of those shortages, and developing solutions. Ultimately SSI will create jobs and increase personal income for Hoosiers.

About Region 11

- Population (July 2005)
421,359
- Labor Force (March 2006)
222,580
- Unemployment (March 2006)
4.7%
- Per Capita Income
\$31,111 in 2004

-Source: www.hoosierdata.in.gov

Counties in Region

- Knox
- Gibson
- Posey
- Pike
- Vanderburgh
- Warrick
- Dubois
- Spencer
- Perry



INDIANA
WORKFORCE
DEVELOPMENT

Economic Growth Region 11

Economic Growth Region 11 is comprised of nine counties. The SSI research & identification allocation was \$203,383. The solutions allocation awarded in June 2006 for Region 11 is \$1,215,829. Methods to identify shortages, root causes, and determine solutions were: focus groups; secondary/primary research & data; secondary databases and

Key Occupational Shortages

Projection 2005-2007

Maintenance and Repair Workers	94
Registered Nurses	39
Licensed Practical Nurses	37
Industrial Machinery Mechanics	10
Maintenance Workers, Machinery	4

Emerging Industries / Occupations

Medical imaging technicians, cytogenetic technicians, pharmacy technicians, respiratory therapists

Root Causes

- **Talent and Pipeline Issues**
 - a general lack of career awareness exists as well as inadequate employer outreach causing a lack of skill awareness and training
- **Education and Training Capacity**
 - Insufficient funding, training and academic preparation
- **Employer Recruitment and Retention Practices**
 - Undesirable working conditions, geographic area
- **Wage Rates and Benefits**
 - Low wages in comparison to other industries especially healthcare
- **Other**
 - People lack confidence in industries
 - Stress and burnout
 - Demographic shifts

Identified Solutions

Identified Solutions

1.	Solution: <i>Industrial Maintenance Worker Training</i>	Dollars Allotted: <i>\$529,750</i>
	Solution Description: Region 11 will increase awareness of industrial maintenance occupations through marketing of training opportunities, career path and educational mapping, and an online pilot program for training. The Industrial Maintenance Development Program will develop skills of workers including employability, manufacturing workplace and industrial maintenance.	Outcomes Proposed: <ul style="list-style-type: none"> • 200-215 completing solution • 45-50 receiving certification • 30 pursuing postsecondary education • 40 workers placed in shortage occupations
2.	Solution: <i>Simulation Center and Mobile MEDIC</i>	Dollars Allotted: <i>\$245,792</i>
	Vincennes University will hire one additional full time faculty member and will utilize an innovative clinical simulation center. A mobile educational facility (Mobile MEDIC) will provide an enhanced learning experience, increased enrollment capacity and increase the number of graduates.	<ul style="list-style-type: none"> • 20 additional students accepted to Vincennes University program • 12-15 additional Associate Degree Nurses • 10 LPN's
3.	Solution: <i>Enhanced Clinical Learning and Simulation</i>	Dollars Allotted: <i>\$324,555</i>
	Solution Description: The University of Southern Indiana nursing program plans to add three nursing faculty members, increase clinical practice sites, and admit additional students. In addition, simulation equipment will provide faculty and students with an effective alternative to clinical assignments. This will result in a more effective use of available clinical learning sites and enhanced clinical experience.	Outcomes Proposed: <ul style="list-style-type: none"> • 22 more Hoosiers trained annually • 20 Baccalaureate graduates annually • 20 new nurses annually into shortage occupations • 100 Baccalaureate Degree nurses by 2012
4.	Solution: <i>Nursing Faculty</i>	Dollars Allotted: <i>\$115,800</i>
	Solution Description: The Ivy Tech Community College Evansville nursing program will add one full-time nursing faculty member and increase the number of clinical practice sites. The additional faculty member and sites will increase the number of students admitted to nursing programs as well as graduates.	Outcomes Proposed: <ul style="list-style-type: none"> • 130 Hoosiers trained per year • 8 additional graduates per year • 70 total graduates placed in shortage occupations per year

Solution Totals

\$1,215,829

372+ Hoosiers trained

115+ certifications or degrees

110+ placed in shortage occupations